

# Mission: Permanency

# 2008

## ADOPTION TRAINING & MATCHING MEETING

August 6 – 8, 2008

Augusta Marriott Hotel & Suites  
Two Tenth Street  
Augusta, Georgia



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## FROM THE DIRECTOR ★

Welcome to MISSION: PERMANENCY, our statewide Adoption Training & Matching Meeting! I am honored that you are spending this time with us. We've put together information and workshop sessions to give you some of the tools you'll need for the work you have chosen to do. I know that you will leave here re-charged and better equipped to carry out our mission . . . permanency for all children.

Whatever part of the mission you are engaged in -- public or private agency, resource development, placement, or independent living – this meeting will improve your knowledge and skill level. You'll notice there is a particular emphasis on achieving positive adoption outcomes for older children. We truly believe permanency for older children is a very realistic mission all of us working together can achieve. Of equal importance are the opportunities this meeting provides for matching waiting children with available families and for recruiting new families for Georgia's waiting children

I look forward to meeting you and personally commending you for working so diligently. I can't tell you how grateful I am for your commitment to our families and children in the adoptive process. We know that it is a great occasion when so many of our adoption professionals are able to be together in a congenial and collaborative environment. We'll all learn a lot and have a great time doing it!

I would like to congratulate the committees and our contractor, Lumpe & Frost, who worked so hard to create this outstanding program. I am certain that you will find, regardless of your position, several workshops of interest. I am also certain that MISSION: PERMANENCY is possible!



*Debra C. Lookabill, MSW*

DHR DFCS State Adoption Unit Director



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## ABOUT THE TRAINING ★

The 2008 Adoption Training & Matching Meeting provides training & information on some of today's most important adoption issues. The event focuses on supporting, strengthening and bringing together Child Welfare professionals from across the state who are responsible for or contribute to permanency planning to increase their knowledge and skills concerning adoption issues, services for adoptive families, and to provide networking opportunities for making matches of children in need of a permanent home with waiting families. There is also an opportunity for professionals to interact with families who are interested in adoption during the Family Night Session.

This training features nationally known speakers, concurrent workshops on topics critical to the adoption practice and a closing session with a group of young people who may teach us the most of all through sharing their experiences with us. Adoption professionals feature families and children through displays and videos in order to encourage matches for adoptions.

## Continuing Education Units (CEUs)

A request to provide continuing education credits for training hours has been made. More information about these credits will be provided at the meeting.

## The following persons are requested to attend:

- ★ Division of Family and Children Services Child Welfare Professionals
- ★ Private Adoption Agency Child Welfare Professionals
- ★ Independent Living Specialists
- ★ Interested Families on Family Night



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## FEATURED PRESENTERS ★

### Pat O'Brien, MSW

Founder & Executive Director of You Gotta Believe! The Older Child Adoption & Permanency Movement, Inc., one of the few placement agencies in the country which limits its practice to finding permanent homes for teen and pre-teen children in foster care without regard to the child's legal status. Pat offers keynotes, trainings, workshops, and consulting across the country on three major topics: 1) the connection between foster care & homelessness, 2) how unconditional commitment is the essential ingredient in preventing both placement disruption and foster care drift; and, 3) using laughter and humor to reduce the stress, tension and pain of everyday life.

### Barry Chaffkin, LCSW

CEO and co-founder for CT Wocat (Changing The World One Child At A Time). With more than 17 years of child welfare experience, Chaffkin has directly supervised the reunification of over 900 children with their families and finalized the adoptions of over 900 children from the New York foster care system. A nationally

recognized speaker and trainer, he was named Adoption Activist of the Year in August 2005 by the North American Council on Adoptable Children. An adjunct lecturer at the Columbia University School of Social Work in New York City, Chaffkin has guest lectured on Family Counseling at St. Joseph's College in Patchogue, N. Y.

### John Sobraske, LMHC, LMFT

An adoption psychotherapist, an adoptee and a step-parent to adopted children. He serves as a consultant to counties on their most difficult cases, and is a regular presenter nationally on issues pertaining to adoption. In New York, he has presented a 24-hour training for professionals entitled FACT—Foster and Adoption Competency Training. He has participated in research on the long term study of open adoption and has studied the effects of stress on neuroendocrine development at the Institute of Child Development at the University of Minnesota. Attachment, stress and trauma are central to his work.





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### Dr. Jeff Ashby

Professor in the Department of Counseling and Psychological Services at Georgia State University, the former Director of Georgia State University's Counseling Psychology doctoral program, a licensed psychologist, and a Diplomate of the American Board of Professional Psychology. Dr. Ashby has taught ethics for mental health professionals for over 15 years and has served as a committee member and Chair of the Ethics Committee of the International Association of Play Therapy. He has also served as an ethics content expert with the State of Georgia Psychology board. He has authored/co-authored over 50 articles in refereed journals, numerous book chapters, and the recent book *Active Interventions for Kids and Teens* (2008 – American Counseling Association).

### Sandra Alexander

Expert Consultant – Child Maltreatment, Division of Violence Prevention, Centers for Disease Control, her more than 37 years experience in child abuse prevention includes CPS casework and supervision, prevention programming and advocacy and 18 years non-profit management in child abuse prevention organizations. The former Executive Director of Prevent Child Abuse Georgia,

Alexander was a founding board member and Executive Director of Prevent Child Abuse South Carolina. She has also been a consultant for the College of Health and Human Sciences, National Center on Grandparents Raising Grandchildren at Georgia State University. She is the former chair and current prevention advocate for the Fulton County (Atlanta) Child Fatality Review Committee. She has provided training on prevention nationally and internationally and served as a prevention voice for local and national media. Sandra authored the chapter on "Prevention" in *Child Maltreatment – A Comprehensive Photographic Reference Identifying Potential Child Abuse* published by G.W. Medical Publishing in 2005 and "Preventing Future Deaths Through Effective Prevention Recommendations and Actions," in *Child Fatality Review*, published by G.W. Medical Publishing in 2007.



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## SCHEDULE AT A GLANCE ★

### Wednesday, August 6, 2008

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10:00 – 1:30	Registration
11:30 – 1:30	Lunch – On Your Own
1:30 – 3:00	Opening Session/Keynote Speaker: Pat O'Brien – Square Peg Teens in Round-Hole Families: Let's Stop the Insanity
3:00 – 3:30	Break
3:30 – 5:00	Workshops
6:00 – 8:00	Exhibit Hall opens for Display Set-up (Optional)

### Thursday, August 7, 2008

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8:00 – 10:00	Continental Breakfast & Set-up Displays
10:00 – Noon	Staff Matching Session
Noon – 1:30	Lunch – On Your Own
1:30 – 3:00	Workshops
3:00 – 3:30	Break
3:30 – 5:00	Workshops
6:00 – 8:00	Family Night
6:30 & 7:30 pm.	"How to Adopt" workshop for interested families
8:00 – 9:30	Display tear-down

### Friday, August 8, 2008

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8:00 – 8:30	Continental Breakfast
8:30 – 10:00	Workshops
10:00 – 10:30	Break
10:30 – Noon	Closing Session (lunch on your own)



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## Keynote Address ★

Wednesday August 6th—1:30pm

**Square-Peg Teens in Round-Hole**

**Families & Facilities: Let's Stop The Insanity**

*Pat O'Brien, Founder & Executive Director, You Gotta Believe! The Older Child Adoption & Permanency Movement, Inc.*

Square-Peg Teens are Teens who need permanent parents before they leave foster care. Round-Hole Families & Facilities (i.e. traditionally prepared foster “parents”, therapeutic foster “parents”, residential treatment centers, group homes) are programs that house kids temporarily and provide temporary care at best. Albert Einstein defined insanity as “doing the same thing over and over and expecting different results.” Pat O'Brien will offer concrete ideas about how anyone who knows a teen in foster care can be instrumental in helping recruit a permanent parent for that teen before the teen's discharge from the foster care system.



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## Workshops ★

*Session I – Wednesday, August 6, 3:30 – 5:30 p.m.*

### **1A Laughter for the Health of It: The Importance of Laughter Even When Nothing Seems Funny**

*Pat O'Brien, Founder & Executive Director, You Gotta Believe! The Older Child Adoption & Permanency Movement, Inc.*

Laughing is one of the most natural and healthiest things one can do when confronted with the major stresses and emotional pains in life. This presentation will highlight how one can bring more laughter into both home life and work life particularly during those times when nothing seems funny.

### **1B Permanency Planning Begins on Day One!**

*Sherry Carver, Field Program Specialist- Region I, and Tammy M. Reed, Permanency Coordinator, DFCS Region IV*

To secure permanency for children as quickly as possible, planning must begin from the moment a child enters foster care. This workshop will explore the permanency decisions that must be made at critical points throughout a child's foster care placement and strategies for ensuring that the Child & Family Services Review outcome measures related to safety, permanency and well-being are met during permanency planning.

### **1C The Secret to Finding Families for Older Children**

*Shamim Neal-Backus, Statewide Recruitment Manager, and Jan Ballard, Supervisor, Resource Development, Region V*

Okay, there really is no one secret because there is no one recruitment technique that works for every agency. . . but how do you know what will work for your program?

In this workshop we will review the basic recruitment strategies, show you how to tweak them for your program and discuss how combining them can help you achieve the results your program needs to help you recruit more foster and adoptive families.

### **1D 2 Weeks Notice: Lessons Learned on Foster Parent Retention**

*Dianne Yearby, DHR Project Manager, and Renee King, MSW, Project Administrator*

Georgia's families are answering the call to foster at a rate of 10,000 inquiries per year, so why don't we have enough foster families? Lessons learned through the Foster Family Initiative pilots and the EMBRACE pilot will be shared. Also, find out what was revealed through an analysis of foster parent reevaluations and how to identify early clues that a family may be considering closing their home.

### **1E Is My Family Different? Exploring Adoption Issues Within Families**

*Danny Stevens, Regional Adoption Coordinator, Region V*

While there are common issues facing all parents today, this workshop will explore the differences in parenting a child born to you and a child placed for adoption. This workshop will focus on these differences and the effects on parenting strategies and will also explore some of the adoption and family rituals that enhance adoptive family life.

### **1F The "How-Tos" for IMPACT Assessments**

*Social Work Consultants and Contractors Marti Smallwood, MSW, and Bonnie Kirschling, MSW*

Review of Key Policies & Practical suggestions for conducting more effective interviews, red flag identification and write-ups of IMPACT assessments.

### **1G Everything You Need to Know about Adoption Assistance**

*Kaleen B. Thompson, LMSW, Program Manager*

This workshop will provide an overview of the Adoption Assistance program in Georgia. It will include information on title IV-E and state funded adoption assistance, the process for initiating a special needs determination, the difference between special need determinations and specialized per diems for adoption assistance, negotiating the adoption assistance agreement, adoption assistance forms, length of time a child may receive adoption assistance and much, much more about the program.

### **1H Adoption Policy Training Tune Up**

*Sheila Waterman, Adoption Program Consultant, DFCS State Adoption Unit and Jennifer Whitney, Regional Adoption Coordinator, Region III*

This policy "tune-up" workshop will cover a child's journey through the adoptive process from the matching of children and families to adoption finalization.



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## Workshops ★

*Session II – Thursday, August 7, 1:30 – 3:00 p.m.*

### 2A See 1A

### 2B Adoption and Other Options for Teens

*Barry Chaffkin, LCSW, Founder and CEO, CT Wocat*

This workshop helps participants to help youth who say no to or are ambivalent about adoption by helping them break down the reasons why & offering strategies to recruit families for youth once the children are on board (no matter their age, diagnosis, history etc.). This material has consistently helped attendees to make actual placements. Attendees are encouraged to bring their most challenging situations.

### 2C Attachment and Trauma

*John Sobraske, LMHC, LMFT*

Trauma is the hot new topic in adoption, based on incredible breakthroughs in brain research over the last decade. How does a child with attachment issues manage trauma? How does trauma impact one's ability to attach? This workshop will look carefully at the interaction of these two areas, including brain research, feelings, behavior and intervention.

### 2D Strengthening Adoptive Families with an Abundance of Resources and Support (part one of two)

*Laveda Moore Doxey, LCSW, Project Coordinator, The Georgia Center For Resources and Support; Resource Advisors Judy Hutcheson and Lorraine Terrell; Post Adoption service providers Chris Greer, James Dawson, Peggy Rothschild, LCSW, and Tanya Zellner, Georgia Mentor*

Making your match work is what Post Adoption Services is all about and in Georgia we have a variety of resources to support your adoptive families. This two-part workshop will introduce participants to a panel of Georgia's Post Adoption Services providers who will share with you ALL you need to know so that your match is for a lifetime.

### 2E See 1B

### 2F See 1C

### 2G The Effects of Maltreatment and Toxic Stress on Health Across the Lifespan: CDC's Platform for Health Promotion

*Sandra P. Alexander, Expert Consultant - Child Maltreatment, CCEHIP, NCIPC, Division of Violence Prevention Centers for Disease Control and Prevention*

Intensive, long term childhood stress such as child maltreatment and exposure to intimate partner violence has short and long term implications for later health and

well-being. Consequently, child maltreatment is a major public health issue. This workshop will review the research on the impact of stress and adverse childhood experiences and describe CDC's platform for child maltreatment prevention.

### 2H Ethics and Adoption: Who is My Client and How do I Ethically Serve Him/Her/Them?

*Dr. Jeff Ashby, Professor, Department of Counseling and Psychological Services, Georgia State University*

In this experiential workshop, participants will review models of ethical decision-making relevant to adoption applications. The workshop will focus on the specific ethical areas that add complexity to adoption cases. While the ethical codes of all professional organizations address the issues of informed consent, confidentiality, competence, and dual relationships, there are specific applications and dilemmas related to adoption which are not addressed (e.g., "exactly WHO is my client?"). This workshop is designed to facilitate ethical decision making on the part of adoption agency workers trained in a variety of disciplines navigating the complex ethical waters of adoption.

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## Workshops ★

*Session III – Thursday, August 7, 3:30 – 5:00 p.m.*

### **3A The Saving F.A.C.E. Approach to finding Permanent Homes for Every Teen in our Care - Barring No one!**

*Pat O'Brien, Founder & Executive Director, You Gotta Believe! The Older Child Adoption & Permanency Movement, Inc.*

This presentation will discuss how to find unconditionally committed permanent parent(s) for teens using this three prong recruitment approach: Friends, Acquaintances, & Community Education.

### **3B Getting From Here to There...**

*John Sobraske, LMHC, LMFT*

Sometimes we only focus on transitions from a foster home to a new adoptive home. When foster parents “switch hats” and decide to adopt there is an opportunity to define what that change in role is and do some very important transition work. This workshop will address these issues, how to work with foster/adoptive parents when there are violations/less than perfect situations and tackle any cases you would like to discuss.

### **3C I'll Tell Them When They are Older Because . . .**

*Barry Chaffkin, LCSW, Founder and CEO, CT Wocat*

Talking to children about adoption and difficult family history is challenging and many people are not sure how to handle these difficult situations. This workshop will help participants discuss the most difficult of situations with any child. Please bring your own challenging situations to the workshop- no situation is off limits.

### **3D See 2D (Part two of two)**

### **3E Child Specific Recruitment: Connecting the Dots for Permanency**

*Sabrina Reed, Adoption Consultant, DHR DFCS State Adoptions Unit; Andrea Shoemaker, Wednesday's Child Program Coordinator, DHR DFCS State Adoptions Unit; and, Debbie Sheadel, My Turn Now*

This workshop is designed to educate and inform attendees of the legal and policy requirements regarding children who are or soon to be available for adoption with no identified resource and provide media based recruitment strategies as well as how to prepare children for recruitment. An overview will be given on the success and statistical information regarding placements resulting from media-based recruitment.

### **3F Is it Burnout? Or Compassion Fatigue Syndrome?**

*Debra C. Lookabill, MSW, DHR DFCS State Adoptions Unit Director*

This training provides the participant with the opportunity to identify causes and symptoms of Compassion Fatigue Syndrome as well as techniques for self-care and surviving. The participant will be able to define what CFS is and the reasons why child welfare workers are vulnerable to CFS

### **3G Independent Living**

*Ebony Lyons Harris, MAOM, Independent Living Program Director*

This workshop will provide the audience with an overview of the Independent Living services available for youth and discuss how ILP supports permanency.

### **3H See 2H**



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## Workshops ★

*Session IV – Friday, August 8, 8:30 – 10:00 a.m.*

### **4A You Can't Control The Wind...But You Can Adjust The Sail**

*Barry Chaffkin, LCSW, Founder and CEO, CT Wocat*

Parents often ask how to help children with challenging behaviors. Workers often ask how to negotiate difficult system issues either in courts or child welfare organizations. This workshop helps all of us understand what we can control and what we can not. It is not our changing the behavior of the child or of the system- but how we respond to it that will help to make positive changes for all.

**4B See 2C**

### **4C Creating Adoption Ceremonies: Building Stronger Families**

*Cheryl Williams, Adoption Program Consultant, DFCS State Adoption Unit*

Marking the day a family comes together through adoption is very important. One way for families to celebrate their commitment to an adoption is with an adoption ceremony, which acknowledges the family and child's decision to come together as a family. This workshop will give you models for celebrating the transition for a child being adopted by his foster family as well as the child being adopted by a family previously unknown to them. We will also recognize the importance of honoring sibling relationships.

### **4D Life books: The Link to the Past, The Bridge to the Future For Children in the Child Welfare System**

*Danny Stevens, Regional Adoption Coordinator, Region V*

Every child in foster care is entitled to a life book -- a story of a child's life which includes significant events, moves, and birth family memories. It is a useful tool to help children organize their memories and make sense of how they joined their family. Come and learn about this most important, least implemented, and seldom understood tool available to help children.

**4E See 3E**

### **4F Understanding the Interstate Process**

*James Graves, Interstate Compact On The Placement Of Children (ICPC) Unit Manager*

There is a great concern among child welfare professionals and the judiciary that geographic barriers and particularly, the ICPC, are increasing the time it takes for children to leave state-supervised foster care to live with permanent families residing in another state. Placing children across state lines presents several unique challenges to public agencies because the laws, policies, and practices requirements of two states must be taken into account. Understanding the Interstate Process is an overview of that process, policy, practice and administrative procedures in the placement of children across state lines.

**4G See 1F**

**4H See 1G**





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## *Hotel Information*

Accommodations have been made with the Augusta Marriott Hotel & Suites at the group rate of \$121.00 per night for a room or suite plus \$1.00 for Transportation & Tourism fee plus 13% tax (7% state + 6% local). For employees of governmental agencies to avoid paying the state and local tax, you must have a completed and signed state and local tax exemption form and be paying by government funds check or credit card. If you use your personal credit card or cash to pay you will only need the local tax exemption form as you will still have to pay the state tax of 7%. To insure availability at this group rate, reservations must be confirmed with the Augusta Marriott Hotel & Suites by July 14, 2007.

After this date, reservations will be taken on a space-available and rate-available basis. To make hotel reservations call 706-722-8900 or toll-free, 800-868-5354, and ask for reservations. The group reservation is listed under the Georgia DHR DFCS Adoption Unit. Be sure to mention this when making your reservation in order to receive the group rate quoted above.

## *About Family Night*

All DFCS staff and private adoption agencies are encouraged to invite all approved, waiting, potential & interested

families to attend the Family Night Matching Session on Thursday, August 7, from 6 – 8 p.m. Please use the SAMPLE LETTER which follows when inviting families to this event ([Click Here to view the sample letter](#)). We encourage you to invite families regardless of their proximity to the Augusta area.

## *Table Displays*

Displays of waiting, registered special needs children and approved families will be the centerpiece of the meeting. All DFCS staff and private adoption agencies are asked to showcase waiting families and children who are legally free for adoption and who meet the definition of special needs for the purpose of adoption through a display. Due to limited space, DFCS agencies should display as regions where possible. Displays are limited to the tabletops (30" wide x 72" long) and the area directly in front of the table. An award will be given in each of the following categories: most creative, best display of children and most relevant to the theme MISSION:PERMANENCY.

**Only the person coordinating the display for a county or region needs to complete the Display Section of the Registration Form to register for display tables.**

Tables are available at no cost. Displays are not to be taken down until after 8 p.m. on the evening of August 7th.





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## Please Print or Type

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Email address: \_\_\_\_\_ Fax: \_\_\_\_\_

Agency: \_\_\_\_\_

## Workshop Choices

To be completed by each individual attending. List Workshop Number (Example: 1A, 2A, 3A, 4A)

Session				1st Choice	2nd choice	3rd choice
Session I	Weds.,	August 6,	3:30 – 5:30	_____	_____	_____
Session II	Thurs.,	August 7,	1:30 – 3:00	_____	_____	_____
Session III	Thurs.,	August 7,	3:30 – 5:00	_____	_____	_____
Session IV	Fri.,	August 8,	8:30 – 10:00	_____	_____	_____

## Display Tables

Please submit only one request per group if displaying as a region or cluster

Coordinator/Contact Name: \_\_\_\_\_

Phone: \_\_\_\_\_ email: \_\_\_\_\_ fax: \_\_\_\_\_

Agency or Group Represented: \_\_\_\_\_

Number of Children Display Tables \_\_\_\_\_ Electrical outlet \_\_\_\_ Yes \_\_\_\_ No

Number of Family Display Tables \_\_\_\_\_ Electrical outlet \_\_\_\_ Yes \_\_\_\_ No

\_\_\_\_ I will be staying at the hotel \_\_\_\_ nights. My hotel confirmation number is \_\_\_\_\_.

\_\_\_\_ I will not be staying at the hotel.

# 2008

## STATEWIDE ADOPTION TRAINING & MATCHING MEETING REGISTRATION

August 6 – 8, 2008

Registration must be submitted by  
June 30, 2008

All hotel costs and per diem are the  
responsibility of the attendee

### Please complete & email or fax to:

Lisa Lumpe,  
DHR DFCS Adoption Unit contractor

Phone: (877) 242-5774;

Fax: (614) 431-7244;

Email: [lumpe@core.com](mailto:lumpe@core.com)

(Please save your registration under your  
name before emailing)

**\*\* You will receive a confirmation that your registration  
has been received. If not, please call Lisa Lumpe at the  
above phone number.**

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## Sample Letter ★

Dear \_\_\_\_\_,

We are pleased to inform you of our upcoming State-wide Adoption Matching Meeting, which will be held on Thursday, August 7, from 6 – 8 p.m., at the Augusta Marriott Hotel & Suites, Two Tenth Street, Augusta, Georgia. This meeting is open to anyone interested in adopting children who are in the custody of the state of Georgia. Most of the children who are available for adoption meet the definition of special needs for the purpose of adoption. In the State of Georgia a child who is considered special needs for the purpose of adoption meets the following criteria:

Any child eight (8) years of age or older;

Any child of black heritage over the age of one;

Members of a sibling group of three (3) or more to be placed together;

Members of a sibling group of two (2) where one is over the age of eight (8) or has another special need; or,

Any child with documented physical, emotional or mental problems or limitations.

Case Managers from throughout the state will be representing waiting children through displays and video presentations. You will find most of these children listed in the “My Turn Now” book found in your local library, Department of Family and Children Services office or the DHR DFCS State Adoption Unit website [www.dfcs.dhr.georgia.gov/adoptions](http://www.dfcs.dhr.georgia.gov/adoptions). This may, however, be an opportunity for you to receive more information about a particular child/children through direct contact with the child(ren)’s Case Manager. Case Managers and workshops will be available to answer questions about the adoption process.

If you need further information about this meeting, please contact \_\_\_\_\_ at \_\_\_\_\_. We look forward to seeing you at the Statewide Adoption Matching Meeting on Thursday, August 7, 2008, from 6 – 8 p.m. Thank you for your interest in Georgia’s waiting children.

Sincerely,

